



Our Goal

We want to develop teachers who are thinkers and problem-solvers, who ask questions about their practice, and constantly seek solutions, who are committed and passionate advocates for learning for all children.

 New Teacher Center

Who is Eligible?

First-year teachers eligible to participate are those who are in their first year of contracted teaching and are employed by a public school district, Career and Technical center, special education unit, BIE school or REA. Teachers in private schools are not presently eligible.

The Teacher Support System was established by the North Dakota Legislature to provide trained mentors for first-year teachers in North Dakota.

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NORTH DAKOTA
TEACHER
SUPPORT
SYSTEM



North Dakota Mentoring Program



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SYSTEM

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The Teacher Support System (TSS) Provides:

- Administrator training
- Mentor training
- Travel expenses
- A structured program for all participants
- Online class for first-year teachers
- Seminars for first-year teachers and mentors
- Stipends for mentors
- Video camera for first-year teachers
- Help in paying for substitutes for program activities

The heart of our program is one-on-one conferencing time between the mentors and first-year teachers.

Mentors

- Participate in a two-day initial training (can be taken for credit)
- Participate in 30 hours of one-on-one conferencing time with first-year teacher
- Observe and videotape the first-year teacher and provide feedback
- Participate in Mentor Seminars
- Receive a stipend from the TSS

First-year Teachers

- Participate in 30 hours of one-on-one conferencing time with mentor
- Are observed and videotaped by mentor
- Observe other teachers
- Participate in First-year Teacher Seminars
- Can participate in online class to earn continuing education credits for these activities
- Receive a video camera

Building Administrators

Building administrators complete a one-time, online training to help them understand the program, select the most effective mentors, and support both the first-year teacher and the mentor.

Mentor Selection

Key Criteria for Mentor Selection

- A full-time classroom teacher can only mentor one beginning teacher
- The following are factors that are considered assets but are not absolutely necessary:
 - Close proximity of working locations of the mentor and first-year teacher
 - Similarity of job descriptions
- Other arrangements are possible; please call us and we'll help you brainstorm how to find the best mentor for your new teacher.

Critical Selection Criteria

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- Strong interpersonal skills
- Credibility with peers and administrators
- A demonstrated curiosity and eagerness to learn
- Respect for multiple perspectives
- Outstanding instructional practice



Our goal is to support first-year teachers. How can we help you?

For more information, contact Laurie Stenehj, TSS Coordinator lstenehj@nd.gov 701-328-9644